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SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY, NANDED.

Proposed Synopsis for the Ph.D.(Commerce)

"A Study of Performance &Problems of Working Women in Government Post Offices in Marathwada Region"

Submitted by

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Introduction

Indian postal systems for efficient military and governmental communications had developed long before the arrival of Europeans. when the P*ortuguese, Dutch, French, Danish and British* displaced the Indians who had already defeated the mughals,their postal systems existed along side those of many some what independent states.

The Indian post office was established in 1837 Asias first adhesive stamp, the *scindeDawk* was introduced in 1852 by *Sir Bartle Frere* the *British East India Company's* administrator of the province of *sind.*

After the independence of India in 1947, the Indian postal service continues to function on a nation wide basis. providing a variety of services. The structure of the organization has the directorate at its apex below it are circle offices, regional offices, head post offices, sub post offices and branch offices.

In the history of human development, women have been as vital in the history making as men have been, In fact higher status for women vis-a-vis, employment and work-performed by them in a society is a significant indicator of a nation's overall progress.

Post office is a Public department that provides a customer service to the public and handles their mail needs, the department of Posts, trading as India post, is a Government operated postal system in India.

Women are usually recognised to have been employed by the post office since1870 at that time post office was given control of the telegraph system. The women who worked as telegraphists became post office employees, this was the first time women had been employed in sub stantial numbers by the GPO and their employment was seen as something novel and experimental.

Until the 1960 women were very often paid less than men for doing the same jobs in the postoffice, there were various campaigns for equal pay for post office women employees, beginning with campaigns by the Association of twentieth century, this situation was replicated across many employment sectors in the country. In 1953, the Royal commission on Equal pay in the civil service was convened In 1955 it was announced that equal pay for men and women.

The employment of women in the post-office expanded massively during the first-world war. Thousands of women, whether married or single, were employed in temporary positions for the duration of the war, They worked in roles previously reserved to men as male staff Joined the armed forces, many women began delivering mail in urban areas, and girls worked as telegraph massengers.

There are so many problems faced by working women in Government Post Offices it includes some working problems like non availability of Women Relaxation Room, Creche Facility for child of working women, Mental harrassment, etc. and some non working problems like Family Responsibility, Time Management, Travelling Problems, etc.

Performance of working women in Government Post Offices are affected by some working condition like working hours, vacation period, motivational programms, training and development programms, workplace environment, etc.

Review of literature

From the survey of existing literatures it is found that different aspects of the Government Post Offices studied by researchers showing the performance management of postal organization, challenges facing women in career development.

Some of the literatures which focuses on the Changing face & role of post offices in Indian services sector, working way of traditional post office, performance management of postal organization. The objective of this research focus on the performance & problems of working women in Government Post Offices.

Subrahmanian(2010)

In his paper "Evaluating training programmes in India post" tires to access the performance of training programs in India post. the present study is confined to the permanent employees in the postal department only. The results of the study revealed that when the trainess complete their training. the opinion is different from what they had and when they got in to the work. It means the trainess thought that the gained skills and knowledge gained after the training would be utilized in the work place. but as soon as when they got in to the job, they were not able to practise what they learned. So in short the training imparted to them is partly futile.

Sophia J.Ali(2011)

Investigated the challenges facing women in career development. She found that most of the women employees were dissatisfied with career development programmers and women were discriminated against in career development opportunities. The study recommended that organizations should strive to ensure that career development programmers were set to enhance career development amongst women employees. Top management should also be committed to the career development of women and organizations should also introduce affirmative action to urgently address career development of women.

Thabiso John Mokoena and Charles Mbohwn (2013)

Discuss in the paper about the performance management of postal Organization The performance of the post is at decreasing level in last decades in terms of revenue, customer satisfaction and has a tough competition from private mail companies it focuses on transformation role which will lead to a positive performance of the postal organization

Ahmed Khator (2013)

In his paper highlights the working way of traditional post office services in growth with modern corporate entities in Kenya 96 offices of private courier and mail services are in registered in Kenya. To find out tough competition faced by postal office from these private companies and to analyse the strategies adopted by them to reduce risk and uncertainties.

Mohammad Rafee (2015)

The researcher highlights the changing face and role of post offices in Indian services sector. India has the largest postal network in the world. Its plays a very crucial role in socio-economic development it also focused on the various suggestion for India post to provide better services to citizen. Thus a transformation role is needed to the India Post.

From the above literatures it is found that most of the researchers focused the working way of traditional post office, performance management of postal organization, changing face and role of post offices in Indian service sector.

My research study is not same as above literature but it is not totally different from above literature. It focuses on performance & problems of working women in public postal services in Marathwada Region.

This study also focuses on working condition of women workers in Government Post Offices & organizational structure of Government Post Offices.

Objectives of study

- To identify the systems motivate working women in Government post offices for higher post.
- To Examine the promotion strategy use in Government post offices
- To Study the performance appraisal techniques use in Government post offices.
- To Study about the working women in Government Post Offices in Marathwada Region.
- To Study the problems faced by the working women in Government Post Offices.
- To Study the organizational structure of Government Post Offices.
- To Examine the working condition of women Employees in Government Post Offices.

Proposed Hypothesis of study

- In Government post offices exists some systems motivating to working women for higher post.
- There are some performance appraisal techniques use in Government post offices from time to time.
- Wor king in Government Post Offices is safe job for women.
- Remuneration of women employees in Government Post Offices is fixed & other allowances & benefits are provided as per central Government rules.
- Promotion & demotion of women employees in Government Post Offices based on their performance.
- The performance of working women in Government Post Offices are affected by some working & nonworking problems.

Research Methodology :

Every research work required a particular method to complete the research work, the present research title is **"A study of performance & problems of working women in Government Post Offices in Marathwada Region**"based on primary as will as secondary data.

I. Primary Data :

Primary data will be collected from working women in Government Post Offices through direct questionnaire.

II. Secondary Data :

Secondary data will be collected from various books along with articles in Newspapers, Magazines, Journals, Thesis, Reports published from time to time have been refered.

III. Data Collection:

Sample Selection Method

The present study is deal with performance and problems of working women in Government post offices in Marathwada Region here researcher use population sampling method to collect (to collect the 100% sample) in 8 districts of Marathwada Region. In this research researcher focusing on working women in Government post offices at that district level.

Table No. 1. Tentative Sample size

Sr.No.	District	Total Working Women
1	Nanded	32
2	Parbhani	21
3	Aurangabad	43
4	Beed	22
5	Usmanabad	25
6	Latur	18
7	Hingoli	20
8	Jalna	19
Total		**200**

IV. Research Method

In present study mixed method of research is used. It is a methodology for conducting research it involves collecting, analysis & integrating Quantitative (e.g. experiments surveys) & Qualitative (e.g. focus groups, interviews) research.

This approach to research is used when this integration provides a better understanding of the research problem than either of each alone i.e. Qualitative or Quantitative Method.

V. Limitations of study:

The proposed research study basically deals with the performance & problems of working women in Government Post Offices in Marathwada Region. This research havae following limitations.

1. The study is conducted only in Marathwada Region
2. The respondents will be only the working women in Government Post Offices.
3. The study covers a time period of only 5 years i.e. from 2016-2017 to 2020-2021
4. The study is limited up to class three employees.

VI. Data Analysis

The data will be analysed & tabulated with the help of simple, statistical tools such as Average, simple percentage, weighted mean, T-test, Chi-square test etc. The data collected &presented by using tables, charts graphs, diagrams etc.

Importance of study

International Status :

The pressures of both world war I and world war II made the British post office a central concern in national politics, the post offices position as a department within the civil service meant that debates over the nature of technology and the levels of spending required to sustain and improve post office services, inevitably led to

heated discussions concerning the parcticalities of increased spending during the economic downturns of the 1920s & 1930s and the subsequent prewar planning period from 1937,this article will explore these issues by examining the nature of the Government post office relationship in this period, and trace how the relationship in evolved to accommodate the growing needs of the domestic and wartime economy.(*Technological change and post office communications in Britain 1918-1945 Mark.j.Crowley*)

Women at work throughout Britain all members of the national survey of Health and development.were asked whether they were under nervous,strain, in their work. Data are presented for 826 women at work at age 26 years and 734 women at age 32 years.two in every five women working full time reported that they were under strain this proportion being very similar to that for men in full time work at the same age.women reporting strain were also more likely to report problems with their sleep,frequent headaches, etc.*(women and work stress: evidence from the 1946 birth qhort.-nicola cherry)*

National Status

Wentling (2003)

Showed that the twin roles of women cause tension and conflict due to her social structure which is still more dominant. In her study on working women in Delhi. She has shown that "Traditional authoritarian set up of Hindu social structure continues to be the same basically and hence women face problem of role conflict change in attitudes of men and women according to the situation can help to overcome their problem

Regional Status:

The present study is related to working women in Government Post Offices. It focuses on problems faced by women & how they perform their duties during the women perform their duties What the problems they are facing. At reginal level we give some suggestions for solving their problems.

Scope of Study:

Operational Scope

This study will cover performance and problems of working women in Government Post Offices and it also focuses on job satisfaction of women workers and study of their working environment.

This study helps to working women as well as Government this research work is related to Marathwada Region the reliability of the study depends on the authenticity of the information provided by the respondants.

Geographical Scope

This study related to marathwada Region. There are eight districts are covered in Marathwada Region i.e. Parbhani, Nanded, Beed, Aurangabad, Hingoli, Latur, Usmanabad, Jalna.

Tentative Chapter Plan

The title of research work as **"A study of performance & problems of working women in Government Post Offices in Marathwada Region"** and to complete this research work researcher distribute it in to five chapters the chapter scheme for this research work it will be as follows.

Chapter -1 – Introduction

Chapter -2 –Research Design

Chapter -3 – Profile of Government Post Offices

Chapter -4- Data Analysis

Chapter-5- Findings, conclusions & recommendations

Appendix – Questionnaire

References

Year wise plan of work

Sr.No.	Tentative Duration	Work to be achieved
1	00 to 06 Months	Review of literature & fundamental books reading
2	06 to 12 Months	Questionnaire Preparation A. Conduct pilot study / Survey. B. Review of the pilot study & Finalise questionnaries. C. Conduct the field survey.
3	12 to 18 Months	A. Introduction. B. Profile of the study C. Methodology.
4	18 to 24 Months	1. Deta analysis. 2. Examination.
5	24 to 30 Months	- Course work - Examination.
6	30 to 36 Months	- Final Synopsis Preparation. - Final Synopsis POresertation. - Condision - Recommendation - Suggestions - Final touch in all work. - Bibliography.

Expected outcomes

Working in Government post offices is secure work place for women, environment in post offices is safe & healthy and complying with a applicable safety laws and complying with a applicable safety laws and regulations.a safe and healthy work place is important for helping them to achieve their goals.

Remuneration is the pay or other compensation provided in exchange for an employees services performed, in Government post offices it is fixed and satisfactory.

Promotion of employees is a move to a higher position or more important job, in government post office women employees have promotion chances to get in to the next level at carrier, i.e. Gds to postman, Gds to multi tasking staff & Gds to postal assistant.

There are so many factors affecting performance of working women in Government post offices it includes some factors like work place environment, motivational programms, training and development programms.

Working women in Government post offices face some working problems like over time, mental harrassment, etc. & some non working problems like family responsibility, time management, travelling problems etc.

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Research Student **Research Guide**

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